

PharmaBlock Sciences (Nanjing), Inc.

Employee Diversity, Equality and Inclusion Policy

Purpose

PharmaBlock Sciences (Nanjing), Inc (hereinafter referred to as “PharmaBlock”, “the Company” or “We”) always regards employees as the most valuable assets, and is committed to creating a diverse, equal and inclusive working environment that enables every employee to realize their full potential and growth. At the same time, we invite all employees, customers and the community to participate in understanding the Company’s cultural of diversity and inclusion, and collaborate to implement it in practice.

Applicable Scope

This Policy applies to PharmaBlock and its controlled subsidiaries and affiliates worldwide.

Our Management Principles

Talent Recruitment from Diverse Backgrounds

We value the diversity of our workforce. The recruitment process is fair and transparent, and does not discriminate against any individual or group. The candidates enjoy equal employment opportunities based on their ability and experience, regardless of their legally protected status such as race, religious belief, color, sex, sexual orientation and gender identity, marital status, pregnancy, medical status, nationality, disability, age, etc. The equal employment policy extends to the entire process of employment practice, including but not limited to recruitment, hiring, discipline, dismissal, promotion, transfer, compensation, benefits, training, leave and other terms and conditions of employment.

Diverse, Equal and Inclusive Workplace

We adhere to the principles of "Diversity, Equality, and Inclusion". Discrimination, harassment, or bullying based on gender, age, race, religion, sexual orientation, disability, etc., is strictly prohibited.

Build a free and open communication platform to encourage employees from different backgrounds, cultures and professional fields to fully express their views and opinions, so as to promote the exchange of different viewpoints and the collision of ideas.

Focusing on equal opportunities for employees' career development, and provide employees with opportunities for training and promotion, so that each employee can realize his or her potential and goals.

Provide employees with flexible working hours and welfare measures to help them achieve a better work-life balance.

Employee Learning and Continuous Improvement

We conduct a series of training programs, ranging from diversified training sessions, themed lectures and offline events, aimed at enhancing employees' awareness and understanding of human rights and related topics.

We conduct annual internal employee satisfaction opinion collection and surveys, and feedback the results to all relevant departments, in order to develop and implement improvement actions at same time.

Relevant Policy Application

Diversity, equality and inclusion can effectively promote the Company's innovation ability and competitiveness, and better respond to various challenges and opportunities. The Company is committed to creating a better future together with its employees, and will continue to implement the *Diversity, Equality and Inclusion Policy*, and continuously improve the effectiveness of this Policy through monitoring, evaluation and improvement.

Violation Reporting Channels

The Company provides feedback and complaint channels for employees so that they can express their opinions and concerns. If an employee believes that the provisions of this Policy have not been followed or enforced, he/she may seek the help of his/her supervisor, or report or appeal directly to the Human Resources Center or the Internal Audit Department. Upon receipt of a report, the Company will promptly initiate an investigation, and announce the findings and resultant actions as soon as feasible.

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Our Governance

The Company has established an ESG Executive Committee and ESG Task Force to develop, manage, monitor and implement the Company's Diversity, Equality and Inclusion Policy. This Policy is reviewed and approved by the Company's ESG Executive Committee to ensure alignment with our talent strategy.

The Company's department heads and human resources center will work together to embed diversity, equality and inclusion policies into daily operation. In addition, various team activities and training courses are organized to promote communication and interaction between employees, enhance mutual understanding and respect, and take care of the physical and mental health of employees.

Supplementary Provisions

This Policy is formulated and revised by the Company's ESG Executive Committee. It takes effect from December 2023.